

On Course



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RDML Stewart takes over as CNPC, RADM Townes retires after 33 years

By JOI Teresa J. Frith,
NAVPERSCOM
Communications

RDML John M. Stewart Jr. relieved RADM John W. Townes III March 4 in a combination retirement and change-of-command ceremony. RADM Townes retired after 33 years in the Navy.

"I am proud to be taking the reins as CNPC and look forward to working with the enlisted Sailors, officers and civilians who are a part of the Navy Personnel Command," said Stewart. "We all have an important mission to fulfill and will continue to accomplish it professionally and proficiently. As always, we will continue to put Mission First, Sailors Always."

RDML Stewart comes to Millington from Washington D.C., where he served as Assistant Deputy Chief of Naval Operations (Manpower and Personnel), with additional duties as Director, Individual Augmentation and Reserve Mobilization on the OPNAV N3/N5 staff. During that time frame, he also served as Commander, Naval Reserve Region Southeast.

Stewart, a native of Birmingham, Ala., has an extensive background in the Naval Reserve, having served at Weapons Station Earle, N.J., Readiness Unit Nashville, Amphibious Seabee Battalion One, Amphibious Squadron Four, U.S. Transportation Command Joint Reserve Unit, Iceland Defense Force, Keflavik, Iceland, Military Sealift Command Atlantic and Europe. His staff assignments include Deputy for Mission Effectiveness, REDCOM TEN and Readiness Analyst, REDCOM NINE. He also completed a seven-month ADSW as the Executive Assistant to the Director of Naval Reserve. His active duty assignments include the USS *Harold E. Holt* (FF 1074) and instructor duty at NROTC, Vanderbilt University.

He is a graduate of Vanderbilt's Owen Graduate School of Management and holds an MBA. His awards include the Legion of Merit, the Defense Meritorious Service Medal (2), the Meritorious Service Medal (2).

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Questions for CNPC?

Do you have anything you would like to ask
RDML Stewart? Ask your questions at:

[http://www.npc.navy.mil/AboutUs/NPC/
feedback.htm](http://www.npc.navy.mil/AboutUs/NPC/feedback.htm)

News You Can Use

FFSC offers clinical counseling services at no cost to Sailors, families

Accurate education, training data key to promotion opportunities

New personnel systems have much in common

Navy extends early transition program for FY-05

Free advancement tips, advice available online

Navy performing well, keeps eye on future force

CNO confirms pending retirement

Active troops get in free at Anheuser-Busch parks

Recent NAVADMINs

050/05 Holy Days of Worship

038/05 FY-06 Legislative Fellows Procedures

048/05 Thrift Savings Plan Update

036/05 Transfer of Responsibility for Ship Inactivation

047/05 Fire/Emergency Services Award Nomination

035/05 Blue to Green Program Amplification

044/05 Naval Academy Graduate Education

032/05 New Navy Org. Change Request Process

042/05 Women's History Month

030/05 Shore Station SR Leadership Pilot Course

041/05 Transition Navy Off. Corps to All Reg Force

027/05 Navy SW Critical Skills Bonus

JCMS Spiral 2 brings additional functions, capabilities to Sailors

by JOCS Katie Suich
NAVPERSCOM Communications

Sailors across the Navy began utilizing the latest in a series of Job Advertising and Selection System Career Management System (JCMS) 'Spirals' or upgrades in February.

The spirals bring additional functions and capabilities to Sailors' fingertips with a single click of a mouse.

New roles, such as Command and Career Policy Administrators (CPA), were introduced to provide key career management personnel critical information concerning not only the individual Sailor, but also the billet the Sailor fills. Commands can now see multiple applicant profile summaries in order to compare and rate applicants.

"CPAs, such as Rating Assignment Officers, establish and monitor qualification weights reflected in the indicator lights displayed to Sailors," said Master Chief Aviation Boatswain's Mate (AW) Bill Place, Enlisted Assignments leading chief petty officer at Navy Personnel Command in Millington.

The indicator light system compares three critical areas utilized during a normal negotiation window for Sailors: skills, preferences and permanent change of station (PCS) costs.

"When a Sailor logs onto the system and applies for jobs, the system takes a snapshot [of the three areas, helping] to decide on the best matches for that Sailor," continued Place. "Job skills are already in the system, and each job already has the desired skill set requirements attached.

When a Sailor pulls up their JCMS homepage, it will show the Navy's top five priority jobs, the first five jobs matching the Sailor's preferences and the first five jobs with incentives. Each Sailor has a light indicator to help determine best matches based on their resume of skills," Place said.

"Commands have access to see the status of their jobs and are able to anonymously view an applicant's pay grade, rate, NECs (Navy Enlisted Classification Code), school and platform history," said Master Chief Operations Specialist (SW/AW) Pat Lumley, PERS-4 senior enlisted advisor at Navy Personnel Command. "This access

allows commands a real time capability to track command manning and view potential gains."

Sailors receive alerts throughout the negotiation process to keep them abreast of their current status and the status of any jobs they have applied for.

"The first time they log into JCMS upon entering their nine-month negotiation window, they are required to fill out their duty preference sheet to ensure the system captures the latest choices of the Sailor," said Lumley. "It is very important for Sailors to ensure their duty preference sheets are updated with the most accurate information," he said.

Sailors who have a Five Vector Model will be able to look at how a specific job would affect their career. This also gives Sailors insight when applying for a job.

To access JCMS, log on to either www.nko.navy.mil or www.npc.navy.mil. More information on JCMS is available at www.npc.navy.mil, or call 1-866-U-ASK-NPC.

2005 Diversity awards honorees announced at Baltimore ceremony

by JOCS Katie Suich
NAVPERSCOM Communications

Three members of the Navy team were recognized Feb. 17-19 at the Black Engineer of the Year Awards ceremony in Baltimore. Capt. Glenn Flanagan, Maritime Strike Warfare branch head, Office of the Chief of Naval Operations, was honored for Professional Achievement in Government. Cmdr. Roger G. Isom, maritime operations officer with the Office of the Joint Chiefs of Staff, and John H. James Jr., executive director of Undersea Warfare, Naval Sea System Command were both Special Recognition Honorees.

The Black Engineer of the Year award recognizes the nominee's responsibilities, the effect his achievements have on the company or facility, breadth of community outreach activities, and effect on other minorities seeking careers in science and technology.

In addition, the Society of Hispanic Professional Engineers announced Lt.

Cmdr. Jack L. Killman as the winner of the 2005 Hispanic in Technology Award in the Government Category. Killman is the Reactor Electrical Assistant aboard USS *Abraham Lincoln* (CVN 72) and is directly responsible for the reactor controls and reactor electrical divisions.

"I was kind of shocked to get it," said Killman. "It's not just recognition for myself, but all the Sailors that work for me, because I couldn't have done it without them."

The Society of Hispanic Professional Engineers Star Awardee is selected based on the honoree's unselfish, outstanding and prolonged contribution to the Hispanic American Community in the fields of engineering and science.

"Recognition from outside organizations highlight the Navy's Diversity initiatives as it competes with industry and other highly technical fields for academically gifted and highly self-motivated people," said Flanagan. "The Navy must

continue to recruit and retain high quality performers from all walks of life with diverse racial, ethnical and cultural backgrounds in order to achieve its Human Capital Strategy and Diversity goals in the future. The Black Engineer of the Year Awards and the Hispanic Professional Engineer Awards are a means to showcase exceptional people of color and to reach out to the thousands of people attending the conferences with the opportunity for employment, education, personal growth and development of their children."

**Not sure how to
assist a customer
from the fleet?
Refer them to our Customer
Service Center at
1-866-U-ASK-NPC**

Navy Manpower and Personnel Strategy (N-MAPS) update

by LT Jim LeViness,
NAVPERSCOM Communications

Initiated by the Chief of Naval Personnel a little over a year ago, Navy Personnel Command (NPC) has successfully transitioned to a Balanced Score Card type of management system. The Navy Manpower and Personnel Strategy (N-MAPS) system enables NPC to translate its organizational strategy into action and achieve strategic goals.

The N-MAPS approach provides an effective means by which to measure its efforts against expected performance outcomes. Specific efforts and initiatives are captured in the form of metrics, which are routinely updated and refined. An example of a metric would be the average number of days required to complete a certain process. If the average number of days is currently ten, a change in the process, or an initiative, can be implemented to streamline the process. A new goal can be set toward an expected outcome of five days.

... Change of Command (continued from page one)

vice Medal (3), the Navy and Marine Corps Commendation Medal (5), and other unit and campaign awards.

RADM Townes began his career right out of high school, entering the U.S. Naval Academy, where he graduated and was commissioned as an ensign in June 1972. He has extensive experience with both the Atlantic and Pacific fleets, having served or supported operations in Vietnam, Lebanon, Grenada, Iraq and Somalia. He also served on several ships, including USS *John King* (DDG 3), USS *Miles C. Fox* (DD 829), USS *Bristol County* (LST 1198), and USS *Clifton Sprague* (FFG 16). His at-sea command assignments include USS *Samuel B. Roberts* (FFG 58), USS *Belleau Wood* (LHA 3), and USS *Dwight D. Eisenhower* Battle Group/Cruiser-Destroyer Group 8.

His shore duty assignments included Naval Forces U.S. Atlantic Fleet, Strategic Planning and Policy Directorate U.S. Pacific Command, and the Office of the Chief of Naval Operations. He is a graduate of the Naval War College and the Armed Forces Staff College and holds a masters degree in National Security and Strategic Studies.

Metrics are continuously captured to track improvements in the process towards achieving the goal. By monitoring metrics, as well as establishing tolerances and goals, managers are better equipped to track changes resulting from strategic decisions. Capturing metrics in a structured manner also facilitates standardization. Standardized metric data enables a greater level of understanding and collaboration across the organization.

The sharing of information and utilization of lessons learned across N-MAPS work groups has served to greatly enhance the development and implementation of new metrics and initiatives. For example, the Strategic Theme Quality working group devel-

Surveys on MWR, FFSC seek opinions on programs

By JO1 Teresa J. Frith,
NAVPERSCOM Communications

Two Navy-wide quality of life surveys are scheduled to come out in early April that will allow Sailors and their families to give their opinions on Morale, Welfare and Recreation (MWR) and Fleet and Family Support Center (FFSC) programs. Navy Personnel, Research, Studies and Technology (NPRST) developed the surveys, and will use the results to gauge the overall satisfaction of the two programs.

The MWR survey will cover programs and services such as child and youth development, fitness centers, golf, bingo, bowling, swimming, outdoor recreation, internet access, and movies, while the FFSC survey will cover programs including personal financial management, relocation assistance, transition assistance, spouse employment, deployment support, and family advocacy. Questions will be asked on frequency of use,

oped a color-coded dashboard concept that provides instantaneous feedback of multiple metrics at a glance. The Sailor Satisfaction working group was able to take the concept and produce a working copy that is currently being utilized for strategic decision-making.

Ultimately, metrics will be captured automatically to interface with a command-wide dashboard that monitors all critical functions.

For more information, N-MAPS is now available online on the NKO website : https://www.nko.navy.mil/portal/community?paf_communityId=co4030010.

The N-MAPS directory contains current strategic maps, definitions, metrics, and links to corporate Balanced Scorecard guidance.

satisfaction, and the importance of these and other programs.

"The surveys' results will give program providers at all levels information to help measure program effectiveness, determine trends, and make adjustments necessary to provide the most desired MWR and FFSC programs and services consistent with available resources," said Mr. John McCausland, Assistant Commander, Navy Personnel Command, Fleet Support.

Notification letters are being prepared and will be mailed to approximately 35,000 randomly selected active duty enlisted Sailors and officers. The letter will include a user ID and the website address to access the web-based surveys. Participation is voluntary, however, responses are highly encouraged. The results of the surveys will be analyzed this summer and briefed to top Navy leadership, posted on Navy websites and provided to those chosen to take the surveys.

VADM Gerald L. Hoewing, Chief of Naval Personnel, had high praise for RADM Townes' career and accomplishments. "Many people spend years seeking their true calling and passion in life... John found both in one place." He added, "When talking with people in the last few weeks, I am touched by the consistent heartfelt and loyal dedication that RADM Townes instilled in friends and colleagues throughout his career. Two comments were almost always made, "John

Townes is a wonderful man" and "the Navy is truly losing a great leader."

RADM Townes said that he had mixed feelings as he departed Millington to begin a civilian career with United Service Automobile Association (USAA) in San Antonio, Texas as the Vice President for Membership Development. "We have a great military and civilian community here," he said. "We de-

(click here for rest of story)